

Comparisons of Job Characteristics

Focus Occupation: [Industrial-Organizational Psychologists \(19-3032\)](#)

Associated Occupation: [Training and Development Managers \(11-3042\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 86

Focus Occupation: Industrial-Organizational Psychologists (19-3032)
Associated Occupation: Training and Development Managers (11-3042)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Education and Training	9.2	22.1	19.6	< Expanded education and/or training may be required
English Language	11.2	19.4	18.4	0 Current knowledge level may be sufficient
Customer and Personal Service	11.3	16.6	13.4	< Expanded education and/or training may be required
Personnel and Human Resources	5.6	16.6	23.1	>> Current knowledge level is likely more than sufficient
Administration and Management	8.4	16.0	11.6	<< Extensive education and/or training may be required
Psychology	6.4	12.3	21.5	>> Current knowledge level is likely more than sufficient
Sociology and Anthropology	4.1	11.4	12.9	> Current knowledge level is likely sufficient
Communications and Media	5.3	11.2	10.5	0 Current knowledge level may be sufficient
Sales and Marketing	5.2	10.4	8.4	< Expanded education and/or training may be required
Philosophy and Theology	3.2	6.7	6.1	0 Current knowledge level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 68

Focus Occupation: Industrial-Organizational Psychologists (19-3032)
Associated Occupation: Training and Development Managers (11-3042)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Learning Strategies	7.2	18.5	11.8	<< Extensive development of skills in this area may be required

Speaking	10.8	16.9	14.4	<	A higher skill level may be required
Instructing	7.8	15.5	9.4	<<	Extensive development of skills in this area may be required
Coordination	9.1	13.9	11.5	<	A higher skill level may be required
Active Learning	8.7	13.6	11.7	<	A higher skill level may be required
Management of Personnel Resources	6.9	13.6	12.4	0	Current skill level may be sufficient
Monitoring	9.9	13.6	13.0	0	Current skill level may be sufficient
Management of Financial Resources	3.3	12.8	4.7	<<	Extensive development of skills in this area may be required
Time Management	8.9	12.6	11.1	<	A higher skill level may be required
Persuasion	7.4	12.2	10.8	<	A higher skill level may be required
Systems Evaluation	6.4	11.3	13.3	>	Skill level is likely sufficient
Management of Material Resources	3.7	7.7	4.5	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 97			
Focus Occupation: Industrial-Organizational Psychologists (19-3032) Associated Occupation: Training and Development Managers (11-3042)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	17.2	15.7	0	Current ability level may be sufficient
Speech Clarity	10.2	17.0	13.0	<<	Extensive improvement in abilities may be required
Written Expression	9.8	14.8	15.4	0	Current ability level may be sufficient
Written Comprehension	11.0	14.2	15.4	0	Current ability level may be sufficient
Deductive Reasoning	10.6	14.1	14.4	0	Current ability level may be sufficient
Speech Recognition	9.9	14.1	12.8	<	Some improvement in abilities may be required
Originality	7.6	12.6	11.9	0	Current ability level may be sufficient
Fluency of Ideas	7.6	12.5	11.9	0	Current ability level may be sufficient
Memorization	5.6	8.9	6.8	<	Some improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 90
Focus Occupation: Industrial-Organizational Psychologists (19-3032) Associated Occupation: Training and Development Managers (11-3042)		
Work Activities		Exclusivity of Activity

Assess staff or applicant skill levels	84
Develop course or training objectives	42
Develop policies, procedures, methods, or standards	21
Develop training evaluation procedures	99
Develop training programs	85
Evaluate training materials	92
Evaluate training programs or instructors	95
Identify training needs	87
Plan training procedures	99
Understand government labor or employment regulations	87
Write employee orientation or training materials	80

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 94

Focus Occupation: Industrial-Organizational Psychologists (19-3032)
Associated Occupation: Training and Development Managers (11-3042)

Tools and Technologies	Exclusivity
Business function specific software	1
Computers	1
Content authoring and editing software	1
Content management software	6
Development software	4
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Media storage devices	21
Network applications software	1
Projectors and supplies	13

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.